



EMPLOYMENT OPPORTUNITY
Fish and Wildlife Biologist 3
\$3522.00 – \$4627.00 Range: 53

Recruitment 1520-11 Opens: August 23, 2011 Closes: September 13, 2011

This is a permanent Fisheries Biologist 3 in the Fish Program, Puget Sound Salmon Management Unit. The duty station is the Natural Resource Building located in Olympia, WA.

Job Summary

This position reports to the Puget Sound Salmon Manager and functions as the manager of Puget Sound all-citizen commercial salmon fisheries directed at five salmon species from six general regions of origin, in cooperation and coordination with management biologists from the seventeen Puget Sound Treaty Indian Tribes. Principle duties include:

1. **Pre-season planning** – Using stock status information, formulate pre-season recommendations and develop proposed schedules for Puget Sound all-citizen commercial salmon fisheries. Provide estimates commercial salmon fishing rates and catches. Determine status of salmon stocks using run size forecasts and escapement requirements, and integrate into proposed commercial fishery management schedules. Prepare modifications to regulations.
2. **In-season management** – Analyze in-season commercial salmon catch and effort data and evaluate catch and effort projection models. Determine the status of Puget Sound salmon stocks using in-season information. Formulate in-season commercial fishery management recommendations.
3. **Treaty fishery monitoring** – Review, monitor, and report Puget Sound treaty fishery regulations and harvest statistics, insuring that pre-season agreements and conservations objectives are met. Analyze pre-season model inputs for treaty fisheries during North of Falcon process.
4. **Write Emergency Regulations** – to implement approved in-season proposals.
5. **Provide technical assistance** and advice to agency administration and the public on Puget Sound commercial salmon fisheries. Prepare special reports, conduct research and prepare written reports pertaining to the commercial salmon fisheries.
6. **Represent the department** at public or professional meetings as assigned, and act as an expert witness, on Puget Sound commercial salmon fisheries, in court cases, as necessary.
7. **Supervise fishery observer staff.** Coordinate and direct activities designed to provide in-season data necessary to determine stock abundance, stock composition, and run timing, and to develop long-term data bases of salmon abundance, catches, effort, etc.
8. **Responds to** public, media, and industry written and verbal questions concerning commercial salmon fisheries.

Working Conditions

Duties are performed largely within a 40 hour week, M-F, 8 am to 5 pm in Olympia at the Natural Resources Building. Evening and weekend work may be needed, as well as travel within Washington State. Extended travel (instate and out of state) is necessary for North of Falcon activities (about 10-12 days annually). Minimal fieldwork (approximately 5% or less) includes working outdoors in inclement weather operating a boat, in rough water, heavy lifting and carrying (50 lb. max.), and working in confined spaces with fish blood and slime. This position requires the ability to operate small boats (18-26 feet) in inclement weather (rain, waves etc.) for the purposes of boarding larger fishing vessels (jumping, climbing onto larger vessels during transfers etc.). Requires the ability to handle and sort large numbers of fish (sometimes on hands and knees) to enumerate by-catch.

Qualifications

This position requires a Bachelor's degree in Fisheries or closely related field and three years of professional experience in fish management or fish research.

Competencies:

1. Basic knowledge of salmon life histories and habitat requirements, and Puget Sound salmon stocks, rivers, lakes, streams and marine waters;
2. Basic knowledge of Puget Sound commercial salmon fisheries (locations, species, techniques, etc.)
3. Proficiency managing spreadsheets and databases, data analyses, and conducting common statistical analyses (e.g. ANOVA, regression, t-test, Chi Square)
4. Ability to communicate effectively one to one, in group situations, and in formal presentations; effective writing to present complex information in a way that is understandable and convincing
5. Ability to define study problems, determine extent and type of information needed; initiate, plan and design studies and communicate results effectively in written technical reports.

How to Apply

In addition to the signed state application, also submit on a separate document a description of how you meet each one of the key competencies (1- 5) above. Provide a response for each competency separately. Describe your work experience, completed training, and other accomplishments that demonstrate that you have the competency. Indicate with whom you worked, issues involved, and your role in the process. Specify job titles, employers, and schools attended. If you have no training or experience relative to a particular competency, just write "NA" for that competency.

Send these materials to wdfwjjobs@dfw.wa.gov. If you have questions about this recruitment, you may contact Margaret Gordon, Recruitment Specialist at 360 902-2209.

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.